

# **Meeting of the Coventry Fire District, Anthony Fire Department Board of Directors**

**July 21, 2010 – Wednesday**

**Open meeting: 7:00 pm**

**Board Members in attendance: Gary Cote - Chairman, Shirley Matthews, Peter Pankowicz and Edward Webster**

**Chief – Paul Labbadia**

**Deputy Chief - Robert Warren**

**Clerk – Robin Leroux**

**1) Board Update and Discussion: Gary Cote read the Tax report. This meeting was scheduled because Gary received 3 grievances at his home from the firefighters union. Since they were received at his home they are being read into the public record. The first grievance is for a violation regarding the vacation and absence from work agreement under the collective bargain agreement. It claims the district failed to properly compensate the members. The second grievance violates the call back agreement and states the district did not properly distribute overtime to Private Richard Collins. The third is under the uniform and protective clothing article. Firefighters were not provided with 2 sets of work uniforms and a rescue coat. Gary Cote and the Chief discussed these grievances and the Chief responded with a denial of these violations. Chief Labbadia explained**

his decision. Uniforms were being taken care of before the grievance was submitted. Allen from the RI Uniforms will be in Thursday July 22, 2010 to process the order for new uniforms and rescue coats. As for the overtime violation - The Chief called the Deputy Chief back to help transport a truck that needed repairs and issued him administrative OT – this did not take away from or interfere with any duties for the other firefighters so no compensation is due to Private Collins. As for the vacation and sick leave compensation violation the Chief is not denying any sick or vacation pay. He is just adjusting the pay to the budgeted year. Their accounts will be deducted on December 1 not July 1 for anytime taken out during the budget year. We are just going back to what was in place 2 years ago. Shirley asked if we should do the calendar year. The Chief said it is easier for budgetary purposes to do it this way. Ed Webster made a resolution to back the Chief on his response to these grievances. Peter Pankowicz asked what the process is for grievances. The Chief receives the grievance and has 5 days to accept or deny the grievance. If he denies it goes back to the Union and they make a decision to accept his decision or forward it to the Board of Directors. The Board has 7 days to address the matter (that is why the unscheduled meeting was called this month). The Board members make a decision. The Union then has the option of accepting or going to arbitration. The cost gets split between the 2 parties. It's \$600 each for the file fee. Our attorney is on retainer he is already paid.. Peter Pankowicz seconded Ed Webster's motion. All were in favor Gary Cote, Peter Pankowicz, Shirley Matthews, and Edward Webster.

**Gary Cote noted that Jim Beckman could not attend the meeting tonight. He was out of the state on vacation. Jim was returning early from vacation due to the death of his father-in-law.**

**The Chief also requested the Boards approval to get a line of credit from Coventry Credit Union instead of getting the loan from Centreville Bank every year. The line of credit will save interest since we can take only as much as we need when we need it instead of having to pay interest on the full amount of a loan. There is an \$800 fee to process the line of credit. Ed Webster made motion to accept the Chief's recommendation and Peter Pankowicz seconded the motion. All were in favor Gary Cote, Peter Pankowicz, Shirley Matthews, and Edward Webster.**

**The Chief stated that the ladder truck is being stored in a secure area at Clarient till it gets painted in about of a month. Renovations are almost done. Just the roof is left. We got \$42,000 from the Federal Government for storm reimbursement and only needed \$18,000 for expenses. The rest of the money will finish the renovations needed. Shirley Matthews and Tom LaColle are going over how the money has been spent and will provide a detailed presentation at next months meeting.**

**Public Comment - We are having a meeting in August. Discussion about the new car tax will take place then.**

**Motion made by Shirley Matthews to adjourn. Ed Webster seconded the motion. All were in favor Gary Cote, Peter Pankowicz, Shirley Matthews, and Edward Webster.**

**Meeting Adjourned 7:25 pm**

**Respectfully submitted**

**Robin Leroux**

**Clerk, Board of Directors AFD**